



THE JERSEY CITY PUBLIC SCHOOLS

346 CLAREMONT AVENUE
JERSEY CITY, NEW JERSEY 07305
(201) 915-6274
(201) 938-1142 Fax



MELISSA SIMMONS
Business Administrator/Board Secretary

EMAIL: msimmons@jcboe.org

April 19, 2011

Diana Lopez, Senior Editor
Sunshine Review

Dear Ms. Lopez:

The district is in receipt of your Open Public Records Act (OPRA) request dated April 13, 2011 and received in the district on April 13, 2011 concerning salaries and benefits.

The response to your request is as follows: Please note that the numbering correspondence to the numberings in the OPRA request.

1. Attached please find the records for salaries over \$150,000 from January 1, 2008, January 1, 2009 and January 1, 2010. The record for salaries over \$150,000 for January 1, 2011 is not yet available.
2. There are no records for salaries for Board of Education members. The salary for the Superintendent of Schools is included in the response to 1 above. There are no records of salaries for local Superintendents, Chief Education Officers or Chief Executive Officers.
3. Benefit information in dollars for Items 1 and 2 are included in the response for above item 1.
4. The district has over 5,000 employees and multiple retirements each year. A request for the agenda of records all "retiring employees" is too broad and needs refinement.
5. The district maintains records of cell phone use through monthly billings from the carrier. The monthly bills are approximately 181 pages each month. The cost to duplicate the 36-months of bill is approximately \$325.00 Please advise if you wish copies to be made. If so, pre-payment of the amount will be required.
6. The district does not maintain records of personal use of district vehicles. Any persons assigned cars for 24-hour use are taxed on the full lease value of the vehicle according to Internal Revenue Service regulations.

I trust that the information provided satisfies your request. Thank you for your interest in the Jersey City Public Schools

Sincerely,

A handwritten signature in dark ink, appearing to read "Melissa Simmons", with a long, sweeping horizontal line extending to the right.

Melissa Simmons

Business Administrator/Board Secretary/Custodian of Records

MS/ml

C: Dr. Charles T. Epps, Jr., Superintendent
Ms. Paula Mercado Hak, General Counsel

4/13/2011

Jersey City School District
Melissa Simmons
Business Administrator

Dear Ms. Simmons,

Pursuant to the state open records law, N.J. Stat. Ann. Secs. 47:1-1 to 47:1A-13 , I write to request access to and a copy of:

- 1) Records* of **all salaries more than \$150k** from January 1, 2008 to January 1, 2011.
- 2) Records of salaries from January 1, 2008 to January 1, 2011 for:
 - Board of Education members
 - The Superintendent of Schools
 - Local superintendents, chief education officers, or chief executive officers
- 3) Benefits information in dollars for items 1 and 2, from January 1, 2008 to present day or most recently available records, if applicable.
- 4) Overtime hours for retiring personnel from January 1, 2008 to January 1, 2011.
- 5) District cell phone use from January 1, 2008 to January 1, 2011.
- 6) District personal car use from January 1, 2008 to January 1, 2011.

If this information is available online in an editable format please provide a link; if you are not the custodian of these records, please forward my request to the appropriate department or provide me with contact information. I prefer **electronic documents**—preferably an editable file like XLS. Call me for questions or clarification.

I agree to pay any reasonable copying/postage fees of not more than \$10. If the cost is greater, please notify me with a receipt indicating the charges for each document.

As provided by the open records laws, I will expect your response within seven (7) business days. See N.J. Stat. Ann. Sec. 47:1A-5(i). If you choose to deny this request, please provide a written explanation for the denial including a reference to the specific statutory exemption(s) upon which you rely. Also, please provide all segregable portions of otherwise exempt material.

Thank you for your assistance.

Sincerely,

Diana Lopez
Senior Editor--Sunshine Review
1734 Savannah Court, Aurora, IL 60502
dlopez@sunshinereview.org
[630-392-1226](tel:630-392-1226)

* If possible, something like a spreadsheet with information "Name," "Title/Position," "Department," "Year," "Salary," "Benefits."

OFFICE FOR BUSINESS

2011 APR 13 PM 2 13

Salaries and Benefits of Certain District Employees:

In-Kind and Other Remuneration
All Other In-Kind or Other Remuneration

[illegible]

Complete with information in the employee contract in effect at 1/1/08

Superintendent

APPENDIX C

[illegible]

APPENDIX C
Salaries and Benefits of Certain District Employees:
Complete with information in the employee contract in effect at 1/1/08

Complete with information in the employee contract in effect at 1/1/08

District Contributions to:																		
		Other Insurance - Vision				Other Insurance - Workers Compensation				Other Insurance - Supplemental Disability				Other Insurance				
District Code	Name	Teacher Contract Amount	Employee Amount	Amount Above Teacher Contract	Description	Teacher Contract Amount	Employee Amount	Amount Above Teacher Contract	Description	Teacher Contract Amount	Employee Amount	Amount Above Teacher Contract	Description	Teacher Contract Amount	Employee Amount	Amount Above Teacher Contract	Description	
Superintendent																		
2390-JERSEY CITY (17-HUDSON)	EPPS JR, CHARLES			\$ -				\$ -				\$ -	Disability		\$ -	\$ 1,000	Life Insurance	
				\$ -				\$ -				\$ -				\$ -		
				\$ -				\$ -					\$ -				\$ -	
Assistant Superintendent																		
2390-JERSEY CITY (17-HUDSON)	DOOLEY FRANCIS			\$ -				\$ -				\$ -					\$ -	
				\$ -				\$ -					\$ -				\$ -	
				\$ -				\$ -					\$ -				\$ -	
				\$ -				\$ -					\$ -				\$ -	
				\$ -				\$ -					\$ -				\$ -	
				\$ -				\$ -					\$ -				\$ -	
				\$ -				\$ -					\$ -				\$ -	

APPENDIX C
Salaries and Benefits of Certain District Employees:
Complete with information in the employee contract in effect at 1/1/08

District Contributions to:															
Insurance - Private Plan				Health Insurance - Other Plan				Dental Insurance - State Plan				Dental Insurance - Private Plan			
District Code	Name	Amount Above Teacher Contract	Description	Teacher Contract Amount	Employee Amount	Amount Above Teacher Contract	Description	Teacher Contract Amount	Employee Amount	Amount Above Teacher Contract	Description	Teacher Contract Amount	Employee Amount	Amount Above Teacher Contract	Description
Superintendent															
2900-JERSEY CITY (17-HUDSON)	EPPS JR, CHARLES	\$ -				\$ -				\$ -				\$ -	
		\$ -				\$ -				\$ -				\$ -	
		\$ -				\$ -				\$ -				\$ -	
Assistant Superintendent															
2900-JERSEY CITY (17-HUDSON)	DOOLEY, FRANCIS	\$ -				\$ -				\$ -				\$ -	
		\$ -				\$ -				\$ -				\$ -	
		\$ -				\$ -				\$ -				\$ -	
		\$ -				\$ -				\$ -				\$ -	
		\$ -				\$ -				\$ -				\$ -	
		\$ -				\$ -				\$ -				\$ -	
		\$ -				\$ -				\$ -				\$ -	
		\$ -				\$ -				\$ -				\$ -	

APPENDIX C
Salaries and Benefits of Certain District Employees:
Complete with information in the employee contract in effect at 1/1/08

Complete with information in the employee contract in effect at 7/1/00																
Shared with another district?																
Contract Terms																
Contract Terms (Cont'd)																
District Code	Name	Job Title	Base Annual Salary	FTE	Yes or No * Note 1	If yes, enter county and district code of the other district County Code	Job Description in the Other District	Beginning Date of Contract (mm-dd-yyyy)	Ending Date of Contract (mm-dd-yyyy)	Contracted Number of Annual Work Days	Contracted Number of Annual Vacation Days	Contracted Number of Annual Sick Days	Contracted Number of Annual Personal Days	Contracted Number of Annual Consulting Days	Number of Other Contracted Non-working Days	Description of Other Contracted Non-working days
Superintendent																
2390-JERSEY CITY-(17-HUDSON)	EPPS JR, CHARLES	SUPERINTENDENT OF SCHOOLS	\$ 229,343	1.0	No			7/1/2005	6/30/2008	240	22	15	5			
Assistant Superintendent																
2390-JERSEY CITY-(17-HUDSON)	DOOLEY, FRANCIS	DEPUTY SUPERINTENDENT	\$ 153,070	1.0	No					250	25	13	3			
											</					

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Dr. Epps Jr., Charles
Job Title	Superintendent

Base Annual Salary	250,700
FTE	1
Shared with Another District?	N
Contract Terms:	
Beginning Date of Contract	07/01/2008
Ending Date of Contract	06/30/2011
Annual Work Days	240
Annual Vacation Days	22
Annual Sick Days	15
Annual Personal Days	5
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	10,101
Bonuses	0
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	10,000
Post-Employment Benefits	10,446
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	14,812

Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Dooley, Francis
Job Title	Other
	Deputy Superintendent
Base Annual Salary	162,213
FTE	1
Shared with Another District?	N
Contract Terms:	
Beginning Date of Contract	07/01/2008
Ending Date of Contract	06/30/2009
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
allowances	2,080
bonuses	5,300
stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	5,925
Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Fernandez, Norma
Job Title	Other Special Assistant
Base Annual Salary	130,124
FTE	1
Shared with Another District?	N
Contract Terms:	
Beginning Date of Contract	07/01/2008
Ending Date of Contract	06/30/2009
Annual Work Days	250
Annual Vacation Days	22
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	8,050
Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Duva, Nicholas
Job Title	Other
	Associate Superintendent
Base Annual Salary	157,153
FTE	1
Shared with Another District?	N
Contract Terms:	
Beginning Date of Contract	07/01/2008
Ending Date of Contract	06/30/2009
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	1,630
Bonuses	7,800
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	7,275
Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Rubano, Flavio
Job Title	Other
	Associate Superintendent
Base Annual Salary	152,955
FTE	1
Shared with Another District?	N
Contract Terms:	
Beginning Date of Contract	07/01/2008
Ending Date of Contract	06/30/2009
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	230
Bonuses	4,050
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	11,192
Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Macula, Adele
Job Title	Other
	Associate Superintendent
Base Annual Salary	152,055
FTE	1
Shared with Another District?	N
Contract Terms:	
Beginning Date of Contract	07/01/2008
Ending Date of Contract	06/30/2009
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	3,002
Bonuses	2,800
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	2,423
Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

04/27/2009

New Jersey State Department of Education

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Division of Finance

4489

2009 - 2010

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Rivas, Jenaro
Job Title	Other
	Associate Superintendent
Base Annual Salary	155,774
FTE	1
Shared with Another District?	N
Contract Terms:	
Beginning Date of Contract	07/01/2008
Ending Date of Contract	06/30/2009
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	300
Bonuses	1,550
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	6,250
Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

03/21/2010

New Jersey State Department of Education

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Division of Finance

2704

2010 - 2011

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Epps Jr., Charles
Job Title	Superintendent

Base Annual Salary	258,200
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FTE	1.0
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Shared with Another District?	N
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Member of Collective Bargaining ?	N
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Contract Terms:

Beginning Date of Contract	07/01/2009
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Ending Date of Contract	06/30/2011
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Annual Work Days	240
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Annual Vacation Days	22
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Annual Sick Days	15
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Annual Personal Days	5
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Annual Consulting Days	0
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Other Non-working days	0
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Description-Other Non-working Days	
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Benefits:

Allowances	13,736
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Bonuses	0
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Commodities	0
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District Contributions above Teacher amount for:	
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Health Insurance	0
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Dental Insurance	0
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Life Insurance	10,000
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Other Insurances	0
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Retirement Plans	0
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Post-Employment Benefits	25,746
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Description of:

Buyback of Sick Days	
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Buyback of Vac. Days	
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Buyback of Personal Days	
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Other Post-Emp. Benefits	
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Other Post-Emp. Benefits	
--------------------------	--

Other Post-Emp. Benefits	
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Other/In-Kind Remuneration	0
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Description of:

Annual Buyback of Sick Days	
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Annual Buyback of Vac. Days	
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Annual Buyback of Personal Days	
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All Other/In-Kind Remuneration	
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Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Rubano, Flavio
Job Title	Other Deputy Superintendent
Base Annual Salary	168,629
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	609
Bonuses	4,050
Spends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0

Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	11,595

Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name Simmons, Melissa
Job Title Business Administrator

Base Annual Salary 155,000
FTE 1.0
Shared with Another District? N
Member of Collective Bargaining ? N
Contract Terms:
Beginning Date of Contract 07/01/2009
Ending Date of Contract 06/30/2010
Annual Work Days 250
Annual Vacation Days 22
Annual Sick Days 13
Annual Personal Days 3
Annual Consulting Days 0
Other Non-working days 0
Description-Other Non-working Days

Benefits:
Allowances 990
Bonuses 0
Depends 0
District Contributions above Teacher amount for:
Health Insurance 0
Dental Insurance 0
Life Insurance 0
Other Insurances 0
Retirement Plans 0
Post-Employment Benefits 0

Description of:
Buyback of Sick Days
Buyback of Vac. Days
Buyback of Personal Days
Other Post-Emp. Benefits
Other Post-Emp. Benefits
Other Post-Emp. Benefits
Other/In-Kind Remuneration 375

Description of:
Annual Buyback of Sick Days
Annual Buyback of Vac. Days
Annual Buyback of Personal Days
All Other/In-Kind Remuneration

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Bryant, Patricia
Job Title	Other
	Associate Superintendent
Base Annual Salary	153,427
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	2,127
Bonuses	1,550
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0

Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	7,575

Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Hammer, Maryann
Job Title	Other Associate Superintendent
Base Annual Salary	152,398
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	418
Bonuses	5,300
Expenses	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0

Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	10,259

Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Macula, Adele
Job Title	Other Associate Supeintendent
Base Annual Salary	158,137
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	2,886
Bonuses	2,800
Depends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0

Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	2,699

Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Rivas, Jenaro
Job Title	Other Associate Superintendent
Base Annual Salary	162,005
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:

Allowances	300
Bonuses	2,800
Spends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0

Description of:

Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	6,675

Description of:

Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Ruane, Ellen
Job Title	Other Special Assistant
Base Annual Salary	151,955
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	300
Bonuses	5,300
Depends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0

Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	8,492

Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments

Annual School District Budget Statement Supporting Documentation

HUDSON - JERSEY CITY

17. Salaries and Benefits of Certain District Employees

Name	Walker, Franklin
Job Title	Other
	Associate Superintendent
Base Annual Salary	152,865
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	250
Annual Vacation Days	25
Annual Sick Days	13
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	300
Bonuses	5,300
Depends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	0

Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other/In-Kind Remuneration	7,178

Description of:	
Annual Buyback of Sick Days	
Annual Buyback of Vac. Days	
Annual Buyback of Personal Days	
All Other/In-Kind Remuneration	

Additional Comments